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The Second Injury and
Enhancement Fund
is used to encourage
employers in Schedule 1
to hire disabled
workers.

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THE
WORKMEN'S
COMPENSATION
BOARD
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SECOND INJURY AND ENHANCEMENT FUND

What is the purpose of the Second Injury and Enhancement Fund?

The Fund is used to encourage employers, in Schedule 1, to hire disabled workers.

When is application of the Fund considered?

When the employee experiences a work accident in which his/her pre-existing condition, called the underlying condition, prolongs the recuperation, or causes the work accident, or increases the degree of residual disability.

What factor must exist for relief of compensation costs under the Fund?

There must be a relationship shown between an underlying condition and the accident or the degree of disability arising from an industrial accident or occupational disease.

Is the employer notified when the Fund is applied?

A letter is sent to the employer providing details.

How does the Fund help the employer?

The employer is relieved of the portion of the claim's cost attributable to an underlying condition. A transfer of costs is made from the cost experience of the employer to the Fund and appears as a credit adjustment on the employer's Accident Cost Statement. The employer doesn't receive an actual payment.

As these costs are removed from the experience of the employer, the costs don't adversely affect his cost record for experience rating calculations or increased assessment under Section 86 (7) of the Act.

What happens if the Vocational Rehabilitation Branch of the Workmen's Compensation Board arranges for an on-the-job training programme and the trainee is injured while training on the job?

The total compensation costs relating to this injury are transferred to the Fund. None of the accident costs are assigned to the original accident employer or to the employer conducting the training programme.

What happens if a worker placed by the Vocational Rehabilitation Branch suffers a minor accident resulting in an extension or recurrence of an original industrial disability in the course of employment?

The total compensation costs are assigned to the Fund.

Does the Fund apply if an employer hires a worker and doesn't know the employee has an underlying condition?

Yes, if there is evidence of the disability following an accident enhanced because of similar or other previous disability. The claim is considered as an aggravation of the underlying condition and 50% or more of the total compensation costs would be assigned to the Fund.

Does the Fund apply if an employer hires someone with a disability such as epilepsy or an artificial appliance?

Yes, if the disability is the cause of an industrial accident, the total compensation costs for injuries resulting from the accident are assigned to the Fund.

What happens if a work accident produces a disability unrelated to a prior condition?

The Fund does not apply; the compensation costs are assigned to the accident employer in the usual way.

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